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"AN INJURY TO ONE IS AN INJURY TO ALL"

UCAPAWA News

UNITED CANNERY, AGRICULTURAL, PACKING AND ALLIED WORKERS OF AMERICA-CIO

VOL. II.—NO. 25

NOVEMBER 15, 1942

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Washington D.C.

Index

	PAGE
President Henderson's Column	2
Convention Story	3
Convention Resolutions	4, 5
"Our Officers"	7
Convention Close-Ups	8

"All for Vic[illegible]" Course Charted by Fourth Convention

Turn to page 3, column 3

Now It's CIO in Helena

Helena, Ark.—Local 232 has chalked up two more victories in this town where in Sept., 1941, our organizers were driven out by vigilantes.

UNION SECURITY

On Oct. 15 a contract was signed at Federal Compress calling for five and one-half cents increase, maintenance of membership, 40-hour week and for double pay on six holidays if worked. This is the second contract, the first having been signed Sept. 25 at Helena Compress, which was also the first CIO contract in this city.

71 TO 9 UNION TUNE

Then on Oct. 22 the workers at Helena Cotton Oil turned in a 71 to nine vote for UCAPAWA-CIO.

Telling of the sub-standard wages, and of the brutal exploitation of the workers in Helena, Int. Rep. A. J. Marcus summed up the matter at the Convention when he told the delegates that "when we receive news like this from a stronghold of Southern Bourbonism, we know that UCAPAWA is striding ahead."

AREA CALLS OUT

Chicago. — Following Executive Board decisions, Regional Conferences have been called immediately as follows:

Mississippi Delta Area: Nov. 22 in Memphis, Tenn.

Brooklyn - New York - Newark: Nov. 15 in Brooklyn, N. Y.

Philadelphia-Camden-Lancaster: Nov. 14 in Camden, N. J.

All Locals concerned have been notified to send delegates so that they may reap the full benefit from these conferences designed to help solve Local Union problems, speed up organization and to strengthen the war effort in every possible way.

De Nobili Wins Jobs, Union Shop, $21,000

Long Island City, N. Y.—Some $21,000 in back pay, jobs returned to 44 UCAPAWA members and a closed shop contract is the well-earned victory of Local 647 at De Nobili Cigar, the biggest Italian stogy manufacturer in the U. S. A.

HOW THEY STUCK!

The Local had held together and fought the case for two years on the picket line and two years before the NLRB with a spirit of determination which Salvatore Emmi explained to the delegates at the Fourth Annual Convention in Chicago:

"It took four years of fighting and most of us lost our jobs . . . even if we were fighting for 10 years for the things we wanted, we would do it, because that is one of the principles of the Union."

TRUANT COMES HOME

The plant had "run away" following several strikes, including a sitdown, in protest over the firm's refusal to negotiate wage increases and equal division of work.

Part of the settlement was agreement by the company to return all work from out-of-town to the N. Y. factory which will now operate under union contract.

Val Vita, Key California Cannery, Votes CIO

Fullerton, Calif.—Bargaining rights were won in the largest cannery in California by Local 2 when the workers turned in a landslide vote for UCAPAWA-CIO Nov. 4, at Val Vita.

Complete vote was 262 for UCAPAWA-CIO; 3 for the AFL local; 31 for the company Union and 34 for no union. In the six month's peak season 1,000 to 2,100 are employed, with about 300 during the off season. Cracking this stronghold of anti-unionism, despite almost unparalleled vicious tactics by the company, opens the door for organization in the entire area.

TO STOP WASTE

Decisive defeat for the AFL and Company Union forces is a green signal for the Food for Victory program. Miserable conditions at the Val Vita cannery had led to constant labor turnover, and without organized labor management production committee work, production was wasteful and inefficient, according to UCAPAWA representatives who pledge to do everything possible to remedy these conditions as they consolidate the UCAPAWA-CIO local.

WORKERS FOLDED AFL

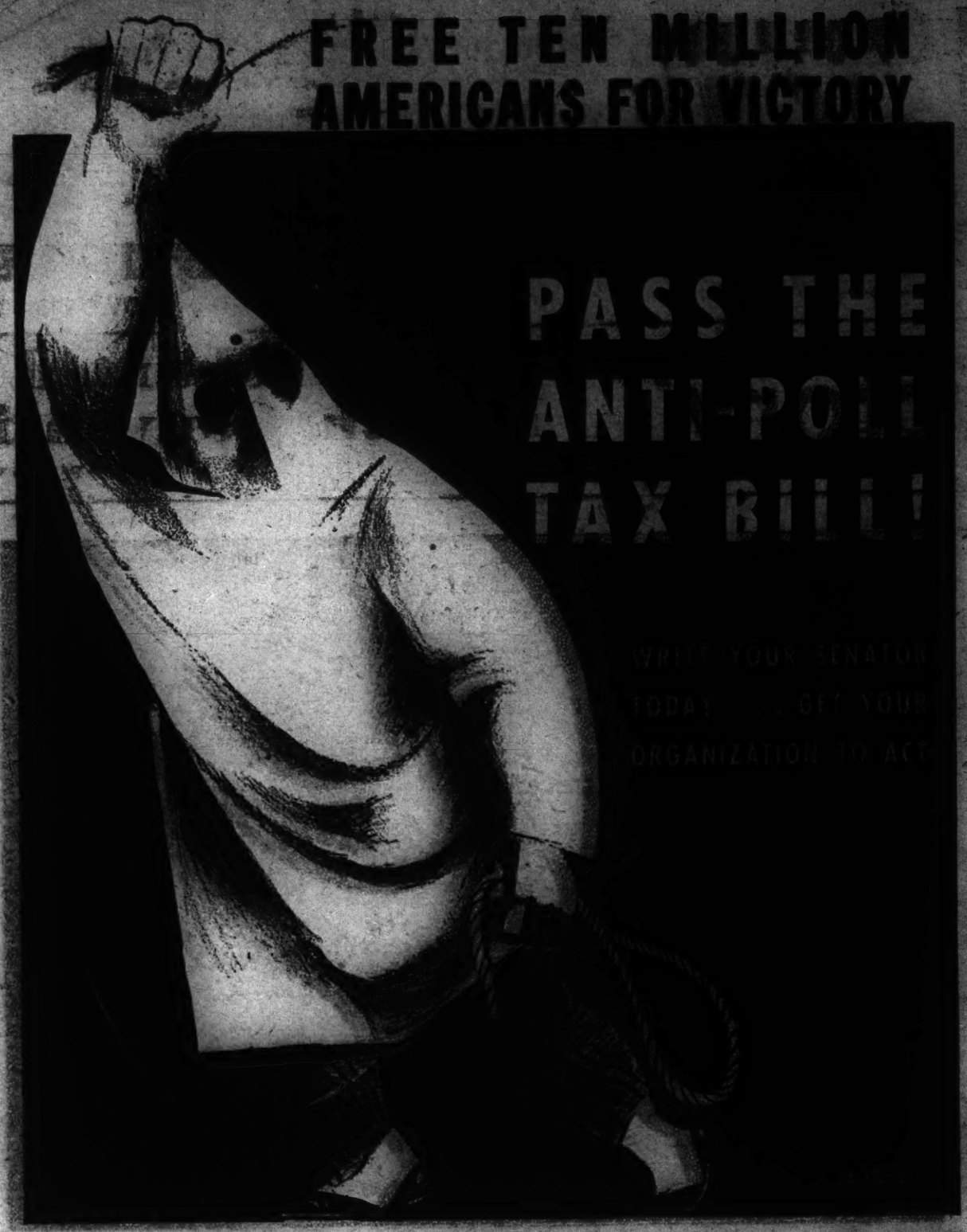
The closed shop AFL contract signed in 1941 had fallen into disrepute with the workers who found that it meant nothing more than a dues collection system. CIO sentiment became strong when word of UCAPAWA conditions and excellent union production committee work at the California Sanitary Packing Co. in Los Angeles seeped through to Fullerton, following appearances of Cal San workers at a State Minimum Wage hearing. Several months ago the AFL local was disbanded with the members voting to go into UCAPAWA-CIO.

VOLUNTEERS AID

Heading the election drive was Luisa Moreno, recently elected an International Vice-President of UCAPAWA-CIO, and a Vice-President of the California CIO Council. Assisting her were International Representatives Paul Anderson and Bob Mackay, as well as volunteers from Local 8 and from the Los Angeles CIO Council.

OUR CIO DELEGATES

Representing UCAPAWA at the CIO Convention November 7 through 11 in Boston, Mass. are Pres. Donald Henderson; Executive Vice-Pres. Conrad Espe; Secy.-Treas. Harold J. Lane; and Vice-Pres. Lewis Bentzley.



—National Negro Congress Poster

Flash! By the time you get this paper, the Bill may have already come to a vote in the Senate. See story on page 6.

CIGAR WORKERS!

DOPE ON CIGAR PRICE INCREASE

Reflecting new Federal taxes and higher costs of tobacco and labor, the Office of Price Administration has announced details of its authorized increases of approximately 20 percent in cigar prices.

The new ceilings, effective as of November 1, and contained in Maximum Price Regulation No. 260—Cigars—apply to the entire industry, from the manufacturer and wholesaler down to the retailer and corner drug store and tobacco store.

SET NEW SCHEDULES

The regulation lists approximately 40 standard prices at which cigars have been selling for from 1c to 75c each, and establishes a new ceiling limiting the increase in each of these price classifications.

The 5c cigar may now be sold for 6c each. Cigars formerly selling at three for 25c will go up to 10c straight. Cigars selling for 5c and less account for 88 percent of the industry's output.

In establishing these standard prices, OPA has set up an industry-wide schedule of markups between manufacturing and retailing prices, thus protecting retail margins.

REASONS FOR INCREASE

Three main factors made the increase necessary, according to OPA:

1. New Federal excise taxes, effective November 1, based on the retail selling price of the cigar, account for approximately one-third of the 20 percent increase.

2. Higher costs of the 1942 crop of tobacco compared with the 1941 crop account for approximately one-third of the increase. Since March, the cost of leaf tobacco used in cigars has gone up 15 percent.

3. Higher labor costs, reflecting in part an industry-wide minimum wage order in August by the Wage and Hour Division of the Department of Labor, raised the minimum wage for cigar workers to 40c an hour and for leaf processors to 35c an hour. The increase in wages since March averages 9.6 percent for the industry and adds 2.5 percent to production costs.

PRICES—OLD AND NEW

(a) March, 1942, stated retail prices.
(b) March, 1942, manufacurers' and wholesalers' list price (per 1,000).
(c) New maximum retail prices.
(d) New manufacturers' and wholesalers' maximum list prices (per 1,000).

(a)	(b)	(c)	(d)
1c	$8.00	5 for 6c	$9.60
7 for 10c	11.00	7 for 12c	13.70
3 for 5c	14.00	2c	16.00
2c	16.00	2 for 5c	20.00
2 for 5c	20.00	3c	24.00
3c, 5 for 15c	24.00	4c, 3 for 11c; 5 for 18c	28.80
3 for 10c	26.50	4c	32.00
4c	32.00	5 for 24c	38.40
5c	40.00	6c	48.00
6c	48.00	7c	56.00
4 for 25c	47.00	2 for 15c	60.00
7c, 3 for 20c	53.50	8c	64.00
8c, 2 for 15c	60.00	9c	72.00
3 for 25c	65.00	10c	75.00
9c	72.00	5 for 54c	81.00
10c	75.00	12c	90.00
11c	85.00	13c	97.50
2 for 25c	95.00	15c	114.00
14c	110.00	17c, 3 for 50c	130.00
15c	115.00	18c	138.00
17c, 3 for 50c	135.00	19c, 3 for 55c	145.00
2 for 35c	136.50	21c	163.80
3 for 55c	142.00	22c	170.00

If you need further information, write the International Office.

UCAPAWA News

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VOL. II.—NO. 25 NOVEMBER 15, 1942

Facing Our Problems

By DONALD HENDERSON, General President

WAR LABOR BOARD PROCEDURE

The President's Executive Order on Price Stabilization has changed the procedures we must follow in all our wage negotiations. This is true of both procedures to be followed and of wage increases which may be secured.

BOARD POLICY ON WAGE INCREASES

I summarize very briefly the policy published on November 7th by the Board on this matter.

1. **Adjustments.** The basic formula of the Board is that no general wage increases will be granted by the Board in straight time rates greater than 15% above the wage level prevailing on January 1st, 1941.

2. **Inequalities and Gross Inequities.** "The wage rate inequalities and the gross inequities which may require adjustment under the stabilization program, are those which represent manifest injustices that arise from unusual and unreasonable differences in wage rates."

3. **Substandards of Living.** The Board will grant wage increases to eliminate substandards of living.

4. **Effective Prosecution of the War.** The Board will grant increases if such an increase is necessary "to aid in the effective prosecution of the war."

PROCEDURE ON WAR LABOR BOARD CASES

The present procedures are in process of change so rapidly that the following rules should be considered temporary. The procedures differ very much depending upon whether the increase is a voluntary or involuntary increase agreed upon between the union and the employers, or a disputed increase.

1. **Voluntary Increases.** Do not send these requests for voluntary increases to the War Labor Board in Washington, D. C. The request should be filed immediately with the Local Office of the Wage Hour Division of the Department of Labor. They will fill in the necessary information and do the necessary checking on the facts. The request will then go to the Regional Office of the War Labor Board, who will determine if the wage increase shall be granted. If either party disagrees, the Regional Office of the WLB will establish a panel and hand down a decision. Only in rare cases will appeals from this decision go to the War Labor Board in Washington.

2. **Disputed Cases.** Do not send these cases to the War Labor Board in Washington, D. C. All cases should be sent direct to the International Office. The present impasse in the Office of the Conciliation Service in Washington, where thousands of cases are being held by the Conciliation Service, and several hundred already certified are lying on the desk of the War Labor Board, makes special handling by the International Office of each case necessary.

Every effort must be made to get the employer to agree to arbitration under the War Labor Board. Do not waste time negotiating at length with the employer or depending upon lengthy services by Conciliation. No longer than one week should be spent in direct negotiation. Requests for Conciliation Service should be made direct to the International Office rather than locally or through Conciliation Service in Washington.

FIRST DUES CHECK-OFF from the Buckeye Cotton Oil Mills in Memphis to Local 19 amounted to $436. Other "first" check-off checks received by fast-growing Local 19 recently were $371 from the Buckeye Pulp plant; $76 from Union Compress; $76 from DeSoto Oil; $82 from Memphis Compress; and $288.02 from Royal Feed.

Ask FD Remove "Shoot-em-at Sunrise" Land

Chicago.—A sizzling telegram demanding removal of Rear Admiral Emory S. Land was sent to President Roosevelt by the Convention when news came through that Land had told the Investment Bankers Association that "as far as the organizers are concerned, for the duration, in my opinion, they ought to be shot at sunrise."

DISRUPTS WAR

The delegates told FDR that "statements such as this are not merely un-American, but tend to create disruption, disunity and destruction of the people's faith in those objectives for which we are fighting."

Chapter and verse was quoted by Conrad Espe of Seattle, Wash. proving Land's black record of inefficiencies in the war shipping program and of anti-labor activities. Land is chairman of the Martime Commission and of the War Shipping Administration.

FASCIST POLICY

It looks as though Land is one of our native Fascist-minded gentlemen, similar to those who caused the downfall of France. You cannot win a People's nor a democratic peace by shooting organizers at sunrise. Only Fascists shoot the leaders of the people —and then shortly, the people themselves.

Campbell Soup Improves Price, And That's All

New York (FP).—A phony "new and improved recipe" label is being used by Campbell Soup Co. to pierce the OPA price ceiling on its soups. Prices on cans bearing the new label are from 1c to 3c higher than on those manufactured previously.

CONTENTS THE SAME

The contents of the new and old cans are identical, an analysis by Eastern Cooperative Wholesale revealed.

"As far as we could tell there is very little difference," the co-op reported. "The can said it was a new formula but called for the same dilution. It is perhaps not quite as spicy as formerly..."

Although both the old and new cans are marked 10½ ounces, OPA tried to explain the difference in ceilings on the ground that the cans now contain 11 ounces.

Convention Charts Course for Victory

Chicago.—In five crowded days the Fourth National Convention, which goes down in history as our Win-the-War Convention, studied, debated and passed on our past record and policies and laid plans for the furture.

Beginning with a prayer for Victory offered by Rev. Owen H. Whitfield, a UCAPAWA Vice-President, and with the formal placing of the flags of the four biggest countries of the United Nations on the convention platform, the thread running through all Convention deliberations and actions was "United to Lick Fascism." Bearers of the flags of the USA, Soviet Union, China and Great Britain were Mildred Voy of Local 58, Elmo Parra of 3, Johnny Lucero of 7 and Charlie McClaiborn of 350. They marched to the stirring United Nations hymn.

SECOND FRONT VITAL

In his keynote speech, Pres. Donald Henderson voiced the views of the delegates later expressed in a series of resolutions when he described the strategic importance of opening a Second Front NOW and of extending the Four Freedoms to the colonial people of the world.

Exposing the Munichmen and labor-baiters who oppose such policies of a Peoples' War, Henderson reminded the delegates that "day by day and week by week you are winning that kind of a war by all the little things you do in building your union and in sending wires and letters to the various Washington officials. You are winning that kind of a war when you are doing those things because when the peace comes we will be armed by the strength of the unions at that time. It will be too late to be powerful enough to determine the Peace if we wait until peace comes.

"We have to fight mightily here and now to get a Second Front because the Second Front is the key as to whether this is going to be our War or somebody else's war."

CABLES TO FIGHTERS

Greetings were cabled by the Convention to General Douglas MacArthur, Joseph Stalin and to the people of Stalingrad. Expressing "heartfelt admiration for the unforgettable defense of Stalingrad," the Convention said that the "workers of America know defense of Stalingrad is also defense of all the United Nations against Fascism," and promised to "work untiringly for immediate opening of a Second Front in Europe in 1942."

In addition to that on the Second Front, the Convention adopted many other Resolutions which threw its weight squarely behind the winning of the People's War. Actions in support of a democratic economic program at home included support for rationing of scarce goods, fair taxes and a well-planned man-power policy.

CLOSE THE GAP!

Immediate Union problems turned around discussion of consolidating many of our present locals, extending organization and revision of the Constitution.

Closing the gap between dues paying membership and membership under contract was seen as one of the main immediate jobs of the union, so that our paid-up membership will more closely meet the figure of 51,634 under present contract at peak seasons, and in any case reach the figure of normal employment under contract, which is now 37,699.

ORGANIZE!

In reports by the delegates and in industry division meetings organizing campaigns were threshed out, with exact methods of working them out left up to the Executive Board.

Clarification of membership standing, increase in the number of International officers and a number of other improvements were made in the Constitution in line with our growing Union.

FOOD FOR VICTORY

With the eyes of the country on the growing crisis in food production, the Convention adopted a thorough - going Farm Labor for Victory Program. UCAPAWA speaks not only for the agricultural workers who are members, but more significantly still, is the only voice of millions of agricultural workers who have not yet been able to achieve the difficult job of organizing in that field.

The Convention heard L. Metcalfe Walling, Federal Wage-Hour Act Administrator, advocate extension of the act to cover farm labor. Walling urged "this step at this time in the interests of victory," pointing out that "the more stake that the more millions feel in our American way of life, the more assurance that they have a decent security after the victory is won by their sons and brothers on the battlefield, the quicker and more crushing that victory will be."

PRAISE FROM MURRAY

CIO President Philip Murray sent greetings in which he said, "I have been delighted to note the substantial organizational progress made by your union in the past year. By bringing the benefits of unionism to the workers in your important field you are not only helping them to improve their conditions but you are also making a fine contribution to the successful prosecution of our war effort."

Congratulating UCAPAWA on its patriotic work, Murray closed by wishing us "ever growing success in promoting the cause of labor and humanity in this great struggle of the freedom loving peoples against Hitler and his Fascist Axis."

Reid Robinson, President of the Mine, Mill and Smelter Workers and a Vice-President of the CIO, was one of a number of speakers who addressed the Convention.

AFL Expands Smack into C.ofC.

Winston Salem, N. C.—Latest "whirlwind" move of the AFL in its so-called drive to organize the R. J. Reynolds tobacco plant was to join the Chamber of Commerce, big boss organization.

In case you fail to "get it," here is the explanation of W. E. Lewis, AFL Central Labor Union President:

AFL Locals here are in the midst of an "expansion program." The union wants to "put itself on a firm footing."

NO FOOTING IN LABOR

UCAPAWA-CIO members who are occupied in a drive to help the R.J.R. workers organize to better their conditions suggest that the AFL found mighty slippery footing among the workers who have learned from sad experience how the AFL can sell-out tobacco workers.

Being a fizzle with the workers, the only direction left for "expansion" was into the laps of the bosses. Some even suggest that the AFL here has been in those reactionary laps for some time, and that now at least they openly admit where they stand, or rather, where they sit.

Local Grows in Heart of Mich. Canning District

By Edward Van Leishout, Press Agent

Traverse City, Mich.—Local 178, in the heart of Cherryland, is growing by leaps and bounds.

Organized by a handful of workers in May, at Cherry Growers, Inc., our Local has grown to a membership of nearly 300, including a new group at the Acmeline plant, where an election was held Oct. 20: result, 80 percent UCAPAWA-CIO. We also have a group at the Crystal Canning plant in Frankfort who have won a maintenance of membership contract.

The building committees of 178 and three other Traverse Unions gave three dances to raise funds for seats, etc., for our mutual hall: profit, $450. A fourth dance was given for CIO War Relief, netting $100.

Quaker Oats Flash!

Cedar Rapids, Iowa.—Contract gains have been made by Local 110 at Quaker Oats here following three long Conciliation session. Unsettled points have gone to the WLB.

The excellent story of the progress of this local by Pr. Ag. Agness Dvorak, crowded out of this issue, will appear shortly.

UCAPAWA WAR-PATH

Introduced at the Convention by the Almanac Singers

Put on your warpaint—red and white and blue.
We're gonna scalp old Hitler and old Hirohito, too.
And we're going on the war-path.
UCAPAWA, ucapawawa-a,
UCAPAWA Indians on the war-path.

1. An army marches on its stomach, so they say.
We'll keep those bellies full if they're home or far away.
chorus

2. We'll plant those crops and bring that harvest in.
We'll keep those boys a marching till they march into Berlin.
chorus

3. So sharpen up your arrows and your bowie knives.
We're going to give the axis boys the licking of their lives.
chorus

4. Listen to those warwhoops, hear those Indians yell.
We'll dig old Hitler's grave in the hottest part of hell.
chorus

WE TAKE OUR STAND: Major Co

For a Second Front Now

THE world-wide war to determine whether the institution of free men shall survive and grow has reached a crisis. The Axis powers have seen the gathering might of democracy. They have thrown their stake into a bid for victory in 1942. Following the strategy that has been the index of their success, picking off victims one by one, they are trying desperately to knock the Soviet armies out of war. As their military campaign unfolds, their future plans are apparent.

AXIS VICTORY POSSIBLE

IF they can wipe out the Soviet armies or push them back into the interior of Russia; if they can cut the Soviet Union off from the outside world and block the supply routes; if they can seize the Caucasus and its huge oil reserves; if they can join forces with Japan and the army of Rommel cutting across Africa, the victory of the Axis powers will be in sight. Men and munitions could be shifted to Western Europe. They would then have a chance to bottle up the continents of Europe, Asia and Africa. They would be ready for an all-out campaign for an appeaser peace.

LABOR SPEAKS OUT

YOU don't have to be a military strategist to figure this out. The Nazi weapon of surprise has worn through. Their plans are obvious and foreboding. Clearly, the way to upset these plans is to force the main enemy, Hitler, to fight on two fronts. The keystone of Nazi strategy—keeping the enemies separated—must be destroyed.

Labor will speak its mind on this subject. We have never asked anyone to fight our battles for us, and we do not ask it now. Just as it was labor's job to put an end to "unionism-as-usual," we must do our share to change the "war-as-usual" policy which has held up an all-out offensive against Fascism.

WAR NO GAME

LABOR does not see this war as a great military game that can be played at the leisure of the strategists. It is a people's war, and the elements of morale, democratic fervor and participation by the people are just as important weapons as guns and planes in the field. To continue delaying the opening of the second front against Hitler is to demoralize those driving forces among the people that demand action and a speedy show-down with Fascism.

KICK HITLER NOW

THE logic of events is simple. Hitler will be far stronger if the campaign against the Soviet armies is successful. The chances of opening a second front and a direct attack against the Axis powers would then be much smaller. At this moment the vast bulk of Fascist war machine is tied up in the deep interior of Russia. Neither fact nor imagination can prove that Hitler will be weaker after his Russian campaign, when he can move his legions back to the Channel Coast. The time to strike is now!

WE HAVE COURAGE

WE know chances will have to be taken. Labor has never won its battles, nor has anyone else, by betting on a sure thing. Battles are won by courage, determination and willingness to make decisions. We have little patience with the timid souls or vacillating leaders who fail to take history by the hand and drive for victory. As members of UCAPAWA-CIO, we have both the factual information and the background of experience to speak on these matters.

"EXPERTS" SOLD US OUT

THOSE who tell us to leave the question of a second front to military strategists move us not at all. We know better. That is what they told us when we fought against the loading of scrap iron to Japan. They condemned our union because there were stoppages of work on the Pacific Coast water-front in protest against the shipment of war supplies that are now being used to kill our brothers in the armed forces. They said it was none of our business when our unions refused to load supplies going to Italy for its invasion of Ethiopia. They said we should not concern ourselves with the fight of the Spanish government against Fascist Franco. They said that the sell-out of Czechoslovakia would bring "peace in our time."

FOR VICTORY NOW

WE did not listen to them, because we knew we were right and they were wrong. History has shown we were right. We see no good reason to listen to them now. We know the temper of the people and it is our firm belief that the time has come to strike at Hitler and force him to fight a two-front war.

The productive capacity of labor is in full swing turning out the weapons of warfare. The sons of the people in the armed forces are prepared for the fight. Labor is ready to serve everywhere it is needed. The forces for victory are at hand. Let us use them.

HYMNS AND LABOR SONGS by the Smith Choral Club quartette of Winston-Salem, No. Carolina at the opening and close of each session were an inspiring part of the Convention. Members of the quartette work at the R. J. Reynolds plant where we are driving to organize the 13,000 workers into UCAPAWA. Standing (l. to r.): Johnny Foster, Starling Bitting, William Deberry, James Ellis and Armelius Simpson. Deberry is the International Representative who piloted the quartette. Eddie Smith is at the piano.

Colonial Peoples

THE FALL of Malaya, Singapore, Burma and the Dutch East Indies shows that the fight against Japan will not be won by military power alone, and that present colonial policies of the United Nations have discouraged rather than secured the full cooperation of the colonial peoples in our common struggle against the Axis.

DEMOCRACY FOR COLONIES

THE continued failure of the United Nations to apply immediately to the colonial countries our expressed war aims of self-determination and the Four Freedoms for all the people of the world gives ammunition to the Axis propaganda that the fight of the democracies is not the fight of the colonial peoples and that the United Nations have no intention of putting their war aims into effect either before or after the war, thereby confusing and disuniting the colonial peoples, and rendering ineffective their attempts to defend themselves and unite us in the common fight against the Axis.

WIN INDIAN PEOPLE

THE complete and effective defense of the colonial countries is vital to the defense of our own country.

For example: (1) a proper policy toward India, which is the key to the military situation in the Far East, would unleash a force sufficient to convert our defensive war into an offensive war and guarantee victory over Japan.

START WITH PUERTO RICO

(2) A policy of self-determination extended to the people of Puerto Rico would convince and mobilize the Latin-American peoples in solid support of the war against the Axis.

This Win-the-War Convention of UCAPAWA-CIO calls upon our Government to give leadership to the entire world on this most vital problem of the colonial peoples as a requisite for a total rallying of the entire common people of the world for the people's war against the Axis.

Filipino Citizenship

CIVILIAN Filipinos who owe allegiance to the United States are still denied the full rights to naturalization, and

LOYAL AMERICANS

EVER since the treacherous attack of Japan on Pearl Harbor, these civilian Filipinos have shown their unflinching loyalty to the United States by working in vital defense plants, in the Merchant Marine, or in the civil service employ of the United States, and are subject to be drafted into the armed forces.

RESOLVED, that the United Cannery Agricultural, Packing & Allied Workers of America, CIO, assembled in its Fourth Annual Convention, petition Congress to take immediate steps so that civilian Filipinos, who can be drafted to give their lives for this country if need be, are granted the full rights to naturalization, and

That copies of this resolution be sent to President Roosevelt, to members of the House Committee on Immigration and Naturalization, to our Congressmen and Senators, and to all labor organizations or such other groups which may be deemed advisable.

Discrimination Against Negroes

VICTORY over the Axis powers can only be won by the united effort of all sections of the population regardless of race, creed, color or nationality. At present, when unity is so vital, unpatriotic attacks upon the Negroe people continue, by such abuses as lynching, humiliating practices of segregation, and exclusion in almost all aspects of daily life in the South, and to some degree in other parts of the country.

UNCLE SAM ACTS

OUR Federal Government has shown its concern with the problem of integrating the Negro people fully in the war program and has established a Fair Employment Practices Committee that enforces democracy in the employment of the workers in the war industries.

OUR PROGRAM

THEREFORE, the Fourth National Convention of UCAPAWA, CIO urges every local in its International to support the following program:

1. Support the Fair Employment Practices Committee.
2. Work for the passage of anti-lynching legislation.
3. Support the admission of Negroes to vote in primary political elections.
4. Urge action on the part of the Federal Government to expose and prosecute unpatriotic elements which attack the Negro people or discriminate against this minority group.

Spanish Speaking People in U.S.A.

DISCRIMINATION against the Spanish speaking people continues in the Southwest on a large scale in employment, promotion, educational and training facilities and by social segregation.

HARMS WAR EFFORT

THESE undemocratic practices hamper the full participation of the three million people of Mexican ancestry or nationality in our war effort and cause harm to our Good Neighbor policy with Mexico and other American Republics.

Through Sinarquism, operating in Mexico under the guidance of Nazi agents, the just grievances of the Spanish speaking people of the Southwest are being exploited for Fifth Column purposes.

END DISCRIMINATION

THEREFORE, the Fourth National Convention of UCAPAWA-CIO pledges to continue and redouble its work against all forms of discriminatory practices suffered by the Spanish speaking people and calls on the Federal Government to accept the Carey McWilliams program submitted to the Rockefeller Committee for a survey and recommendation on such conditions.

INVESTIGATE FASCISTS

THE Convention further urges the Federal Government through the Fair Employment Practices Committee to put an end once and for all to discriminatory practices connected with employment and job promotion of Spanish speaking workers.

It also calls for the immediate investigation by the F.B.I. of Sinarquist activities in the Southwest.

The message of solidarity cabled by the Convention to Vicente Lombardo Toledano, head of the CTAL organization of Latin-American trade unions, calling for a conference of labor in the Western Hemisphere has been well received below the border. El Popular, Mexican labor paper, ran a front page story on Oct. 25.

Farm Labor for Victo

1. Planned Production in A

WAR Manpower Mobilization in agricu complete set of controls on produ the quantities of food and fibres we need unessential production now frittering aw There are probably more "as usuals" amo ers than in any other group in the count cannot continue any more than business the right kind of agricultural production must be **enforced.**

2. Wages and Basic Rights for on Par with Industrial W

THE flow of labor from the farms to in main causes the fact that industrial w a decent livelihood while agricultural emp

The government has subsidized agr years. It has every right to step in and enf efficient enough to make possible payme with industry. We recognize that in cases **strated** that farmers cannot afford to pa ment subsides to the farmer are necessary

Agricultural workers have been more group of labor in the country and just as i the fact that they have no security, none o of the guarantees which are accepted as the

The LaFollette-Thomas Farm Labor B in the Senate provide for labor in industr antees which would go far toward givin dignity and rights as other occupations coverage of the National Labor Relatio Hour Act, the Social Security Act, to ag also provide for Wage Standard Boards of Labor and for an effective system of

However much these bills were need are doubly needed today. They provide t program which will allocate labor betwee tural jobs whereas at present such a ch between an industrial job and a condi agriculture.

3. More Efficient Use of F

AGRICULTURE throws our entire ec requiring hundreds of thousands of w of time at peak seasons. We must slice of these peak labor needs. Several ways in wh

Decasualization of agricultural labor worker has been getting three and a hal this is raised to six days a week through labor exchange and pooling of labor, the nu is cut greatly.

Raise the productivity of agricultur gineering. In industry this is making it po through enormously expdanded production management cooperation. This program h in agriculture. We (UCAPAWA) are re share of responsibility in setting it up.

Stagger crop plantings to spread out Government enforced pooled use of f new. This will save the need for hired labo tivity of small farmers.

4. New Sources of Farm

THE first step in meeting shortages i areas of known surplus, such as the So This must be done on a much more wid present planned under the FSA progra necessary for the job. Guarantees of tran employment must be made, as well as gu prevailing wage rate.

After exhaustion of domestic reserves cultural workers from Mexico is a logical ments between the governments of the Un contained guarantees as to standards of on the whole good and represent a trem treatment of workers from Mexico. How surpluses and maldistribution of domestic necessity of bringing Mexican workers this year.

Interchange of labor between agricult on a systematic basis. Maintenance of which can be postponed during peak of is suitable for this. It is also possible t of plants which operate on a 5 or 6 day b can put in one or more extra days in agr schedules are staggered, continuous agri maintained in an emergency.

Community mobilization on a basis wi wage standards of regular workers. The cooperation in mobilizing temporarily une end workers, wives of union members, etc

5. A National Employmen

A NATIONAL Employment Service wit under direction of the War Manpo necessity in carrying out any farm lab the LaFollette Bills provides for "concen agricultural employment among the small providing them with job security and jo cultural labor market, and lengthening the ployment." Supplementing this "regular" "reserve" and "emergency" workers. Su labor force and not job freezing is the answ A centralized employment service should h izing and regulating orderly migration of training programs.

Deferments of key workers or of fa made when necessary, but general directio the hands of the War Manpower Commissio

Convention Resolutions

r Victory Program

duction in Agriculture

n in agriculture must be based on a
on production which will produce
es we need and will clamp down on
ttering away manpower resources.
uals" among the big business farm-
the country. But farming-as-usual
n business-as-usual. We must have
production program in 1943 and it

Rights for Farm Workers
ndustrial Workers

farms to industry has as one of its
industrial wages offer a chance for
ltural employment still does not.
idized agricultural production for
in and enforce production methods
ible payment of wages competitive
at in cases where it can be demon-
fford to pay decent wages, govern-
e necessary.
been more exploited than any other
nd just as important as low wages is
ity, none of the standards and none
epted as the rights of other workers.
rm Labor Bills, recently introduced
in industrialized agriculture guar-
ward giving farm labor the same
occupations. These bills extend
oor Relations Act, the Wage and
Act, to agricultural workers. They
ard Boards under the Department
system of employment exchanges.
were needed before the war, they
y provide the basis for a manpower
bor between industrial and agricul-
such a choice has too often been
nd a condition of near-slavery in

at Use of Farm Labor

r entire economy out of kilter by
ousands of workers for short periods
nust slice off as much as possible of
ways in which this can be done are:
ltural labor. The average seasonal
and a half days work a week. If
eek through an efficient system of
labor, the number of workers needed

agricultural labor by efficiency en-
making it possible to meet war needs
production brought about by labor-
s program has never been attempted
VA) are ready to assume our full
g it up.
spread out needs for harvest labor.
led use of farm machinery—old and
or hired labor by raising the produc-

rces of Farm Labor

shortages is to recruit labor from
ch as the South, to areas of scarcity.
h more widespread scale than is at
FSA program and with all funds
tees of transportation, housing, and
s well as guarantees of a fair, not

stic reserves, the use of skilled agri-
is a logical step. The recent agree-
ts of the United States and Mexico
andards of employment which were
sent a tremendous step forward in
exico. However, in view of existing
of domestic labor we question the
n workers into the United States

veen agriculture and other industries
tenance of way work on railroads,
ng peak of the agricultural season
o possible to arrange the schedules
5 or 6 day basis so that the workers
days in agricultural labor. If plant
tinuous agricultural work could be

on a basis which will not break down
orkers. The UCAPAWA offers full
porarily unemployed workers, week-
nembers, etc. when they are needed.

Employment Service

Service with Centralized Authority
War Manpower Commission is a
ny farm labor program. One of
for "concentration of the bulk of
ng the smallest number of workers,
arity and job seniority in the agri-
gthening their period of annual em-
is "regular" labor force would be
workers. Such stabilization of the
ng is the answer to farm labor needs.
vice should be responsible for organ-
nigration of workers and supervising

ers or of farm operators should be
heral direction of policy should be in
er Commission, not Selective Service.

International Labor Unity

IN the long history of the fight for freedom, the labor movement of the world has stood forth as the greatest champion. Labor organization is engendered by those democratic aspirations and demands for justice and liberty that are the marrow of democracy. Free trade union organization is the death enemy of fascism. Wherever fascism has taken root, labor has been the first to spring to the attack to fight to destroy it. No quarter has been asked and none has been given. Fascism and free trade unionism can never live together. One destroys the other.

FIRST ANTI-FASCISTS

LONG before it was fashionable to oppose fascism, labor called upon people of all nations to resist and destroy this ruthless power. It recognized the ascent of Hitler as the greatest danger to the continued existence of free trade unionism and world peace. Unfortunately, the pleas and warnings of labor found little response from official governments. Part of our failure to find a response stemmed from the lack of effective world organization of labor around its common demands and objectives. What we could not do before, we must do now. The giant forces engaged in this world struggle leave no place for neutrals and bystanders. Either Nazism and fascism, or democracy with its free trade unions, must die.

UNITY ADDS STRENGTH

WORLD labor has taken its place in the struggle. Its record in the production field, the fight against slavery in the occupied nations, and its courage on the fighting front, are all evidence of the great determination to destroy the Nazi and fascist menace.

If every labor movement goes its own way, fighting after its own fashion, labor cannot contribute its full share to the war. Just as the war called for unity of all freedom loving nations, so does the war effort of labor demand the full and complete unity of the world trade union movement. Only through such unity can we coordinate our efforts, create better understanding, wipe out national and racial prejudices, and prepare the machinery which will guarantee to labor a proper voice in the peace conference and post war planning.

HOPE FOR ENSLAVED

UNITY of labor will give new heart to the suffering people in the occupied nations. It will give new courage to those great heroes of the labor unions who are daily giving their lives in the fight against fascism in France, Norway, Denmark, Holland, Poland, Czechoslovakia, Bulgaria, and all the other occupied countries. Labor will betray its greatest trust if it fails to establish full unity of all the organized trade union movements while our brothers in the occupied nations daily risk their lives in sabotage of the Nazi war machine.

For these reasons, this Win-the-War Convention of UCAPAWA-CIO, recognizes labor's responsibilities and duties, and, as a section of the American labor movement, offers a policy which it believes will contribute to better understanding and alliance of labor unions throughout the world.

FOR ALLIANCE NOW

1. We endorse an immediate alliance of the trade union movements of the three great powers upon whom the victory over the Axis depends—the United States of America, Great Britain, and the U. S. S. R.

2. We believe and hereby make known our beliefs to the American Federation of Labor, the Congress of Industrial Organizations and the United States Government, that there should be a collective war effort of labor in these three great nations, with the establishment of unity among the labor movements of these countries.

3. We favor the setting up of working committees composed of representatives from labor unions of the United States, Great Britain, and the U. S. S. R.

CONGRATULATE G. B. - S. U.

4. We send our congratulations to the British and Soviet trade unions on the establisment of a working alliance and urge they issue an invitation to the Congress of Industrial Organizations to participate in this alliance.

5. We request the national officers of the CIO to be guided by the policy set forth in this statement, and call upon our officers and locals to add their support and to broadcast in every way these sentiments on this vital question.

WESTERN CONFERENCE

6. We request the national CIO to immediately initiate a conference of the free trade union movements of the United States and Confederation of Latin American Trade Unions as a step toward complete international labor union solidarity.

U.S.A. Labor Unity

WE HAVE always opposed the strife in labor's ranks, and have condemned the jurisdictional rows that have been fought. We are heartily in accord with the proposal made by Phillip Murray and the War Labor Board for the creation of machinery by the AFL, CIO and impartial representatives to adjudicate jurisdictional disputes with out stoppage of work. We favored this type of procedure before the war. We believe it is our patriotic duty to utilize such machinery during the war.

FOR WORKING UNITY

SINCE December the 7th 1941, UCAPAWA has been successful in many cases establishing real working unity of the labor movement in order to further the war effort. This unity has resulted in increased production, contributed to the defeat of pro-Fascist, isolationist political candidates, and in other ways made real contributions to our national "All Out For Victory" program, now therefore be it Resolved,

That this fourth Convention of UCAPAWA goes on record as

BACK MURRAY

1. Endorsing resumption of negotiations between CIO and AFL for labor unity as proposed by President Phillip Murray.

2. Expressing full confidence in Phillip Murray and his committee in the handling of these negotiations, knowing full well that they will not sacrifice the basic principles of the CIO. Phillip Murray's forthright statement that the complete elimination of all discriminatory provisions and practices against racial minorities must be a pre-requisite to organic unity, insures such confidence, and is deserving of our highest commendation.

ACT NOW

3. We sincerely urge that all forms of working unity which will help bring harmony to the ranks of labor and promote the war effort be continued in full force and strengthened while negotiations are in progress. The working unity of labor for the common good need not and should not await the full organic unity reached by negotiations.

—From NMU Pilot

Chris Clarich

Christopher Clarich is still imprisoned unjustly as a result of gross mis-carriage of justice, and

Christopher Clarich, while leading the shrimp peelers of Aransas Pass, was attacked, brutally beaten and acted in self-defense to save his life, and

His wife and children are still an obligation to all members of UCAPAWA, and

The Texas State CIO Council on the initiative of all our Locals in Texas has established a statewide Free Clarich Committee.

Resolved that this Convention instructs its incoming International Executive Board to petition immediately the Governor of Texas for the immediate release of Brother Clarich, and

1. That UCAPAWA continue and extend its financial support to Mrs. Clarich and her children, and

2. That this Convention instructs its International Executive Board to establish a National Committee To Free Christopher Clarich, and

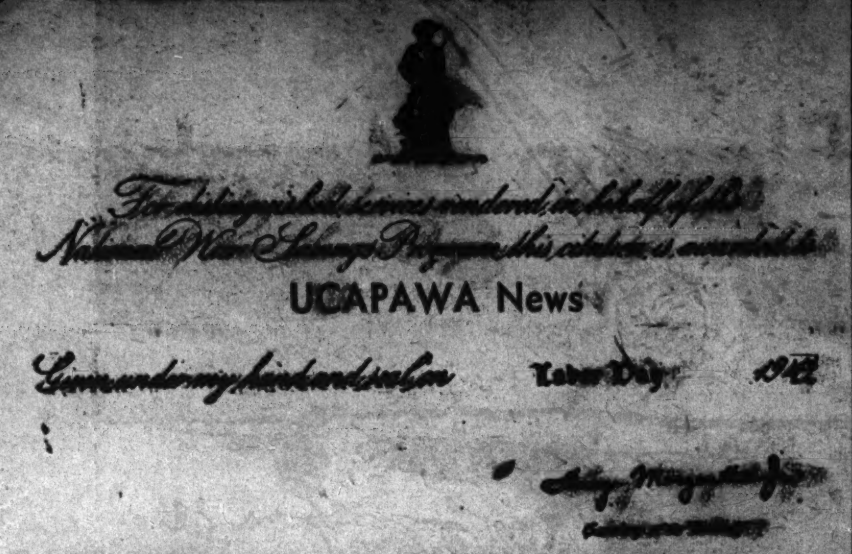
3. That this Convention instructs its delegates to the coming CIO National Convention to work in that Convention to secure the support of the CIO in this work.

Other Resolutions

include calling for a planned **manpower** policy, with labor representation, pointing out that "neither freezing on the job nor haphazard migration of workers" will solve the problem of manning our industries to best advantage; urging Congress to heed President Roosevelt's program for **fair taxes**, pointing out how the present bill will impose heavy burdens on low income groups and "be a grave blow to the war effort"; speeding establishment of **production committees**; asking President Roosevelt to dismiss the deportation order against **Harry Bridges**; and denouncing **John L. Lewis'** disruptive activities in the labor movement and his appeaser attitude toward the war.

Resolutions were also passed on equal pay for equal work; for government aid to small farmers; for UCAPAWA representation on any agricultural wage boards which may be set up; for a higher Federal minimum wage in canneries; and for tires and gas for migratory workers; and on a number of other subjects.

IGNACIO JOSUE tells the delegates about the First Filipino Battalion in the formation of which officers of Local 7 in Seattle, Washington took a leading part. Out of 3,500 members, 1,500 joined up. Allowed for the first time to join the U. S. Army, these brothers of Filipino descent have sworn to avenge Bataan. Seated are: O. H. Whitfield, Vice-Pres.; Conrad Espe, later elected Executive Vice-Pres.; Pres. Donald Henderson; Pat Verble, fruit and vegetable shed worker, one of the leaders in the current organizing drive; and Secy.-Treas. Harold J. Lane.



For distinguished service rendered in behalf of the National War Savings Program this certificate is awarded to

UCAPAWA News

Treasury Department

Commanding Officer, United States Navy

Labor Day, 1942

Secretary of the Treasury

OUR PAPER has been awarded this certificate for "distinguished service" in making known the good work of the membership in buying War Bonds and Stamps.

Heat On Senators to Wipe Out Poll Tax

Chicago.—UCAPAWA Locals are swinging behind the campaign to get the Senate to pass the Geyer-Pepper Anti-Poll Tax Bill to "Free Ten Million Americans for Victory," in the last but crucial stage of the fight.

Locals which have already reported sending telegrams to their Senators urging a favorable vote are Local 19 in Memphis; the Tobacco Workers' Organizing Committee in Winston-Salem, N. C.; Local 45 in Laredo, Texas; 75 in Houston; 172 in San Antonio, Texas; and 638 in Lancaster, Pa.

Local 172 was influencial in getting two social organizations to take similar action, Local 45 persuaded several individuals outside the Union to act, and Local 75 members have gotten together to send individual telegrams as well, sharing expenses.

CONVENTION SPOKE UP

One of the first actions of the Convention was to wire the Senate Committee which at that time had not yet reported the bill out, to act to give the vote to these Southerners so that they will "have their share of this democracy for which they are fighting, here and now."

CURB REACTIONARIES

The Poll Tax battle is not only a question of simple justice to poor citizens.

It is also a question of defeating anti-labor Poll Tax Congressmen who use their key positions in Washington to hamper progressive policies for the entire Nation.

At every stage in the fight,—bringing the bill onto the floor of the House by petition, passage in the House, getting a favorable report from the Senate Committee—UCAPAWA has played an active part.

The danger now is stalling and possibly even a filibuster by poll-taxers in the Senate. The way to prevent this is to see to it that the Senators are continually prodded by the people back home.

Notes from LOCALS

19 By a vote of 67 to 7, Local 19 won the Cudahy election in Memphis, Tenn. on Nov. 3. Local 19 seems to win elections at the rate of about one a month.

55 In spite of rainy weather, the last meeting of P. Lorillard Local 55 in Middletown, O., was well attended as everyone was extremely interested in hearing the news from the Convention. Our Local took in 15 new members.

Mr. Lee Carter expressed his gratitude for the kindness of the members in giving him a surprise collection to cover his expenses while hospitalized recently. He is convinced we really stick to our motto: "All for one, and one for all."

Each member will be given a CIO calendar for Christmas this year.

—By Jennie Stiver, Pr. Ag.

68 Daily Pickle Local 68 members in Saginaw, Mich., realize that the war MUST be won. As a result, our members are contributing 12½ percent of their wages to buying war bonds.

Almost all of the old gang are now in the Armed Forces. The latest addition is Margarito Valasquez.

Here is an example of how far our paper reaches and the benefit it gives our boys: One of our members who is in the services in England read in UCAPAWA NEWS that a girl member was in the hospital. He sent her a card.

The sending of our paper helps to keep the link solid between these men and their home and Union.

—By Emma Rittenbach, Pr. Ag.

80 **After a long battle in which a court hearing was held in an attempt to prevent the Campbell Soup Company's watchmen in Camden, N. J. from joining any Union, the NLRB ruled that an election was valid and that watchmen had the right to choose a bargaining agency.**

The watchmen voted to affiliate to Local 80 by a margin of 7 to 1. The vote was 35 to 5 for UCAPAWA-CIO.

—By Ed Thompson, Press Agent.

84 After a lot of trouble, the case of Local 84 at Acme-Evans in Indianapolis, Ind. has finally been certified to the War Labor Board. At the request of the Local, even the Governor of the State helped.

The Local has been trying to negotiate its first contract with a Management that got it into their heads that they did not have to deal with Local 84. The workers are virtually 100 percent paid-up in UCAPAWA.

90 John Henry Woods, former member of Local 90, Houston, Texas, is proud of his U. S. Navy uniform. UCAPAWA members are proud of John Henry, too. After completing the radio training course at Camp Robert Smalls, Great Lakes, Ill., John Henry was promoted to sub commander in charge of a company of 125 men. Camp Robert Smalls, where Woods is stationed, is named after a Negro naval hero of the Civil War.

98 When the cry of "labor shortage" went up in connection with picking the cotton crop, Local 98 in Little Rock, Ark., offered to work four ten hour days in the plants and the rest of the time out in the fields picking cotton.

The proposition, made both to the employers and to the United States Employment Service, was not taken up.

110 Before election time the CIO Council of Cedar Rapids, which Local 110 helped form, passed bills to the workers of all CIO industries recommending those candidates who believe in Democratic Government and whose records prove that they support labor. This Council has been instrumental in other such informative projects.

Some of the brothers have spent many useful hours at the Union Hall making benches, seats, painting and wiring, etc. Sister Wilma Moorman gave us her piano. Many thanks to all these people.

—By Agnes Dvorak, Press Agent.

179 Brothers Clyde De Good and Elmer Ringer have already reported to the membership of Local 179, Archer-Daniel-Midland (soy beans), Toledo, O., on the Fourth National Convention. The report was satisfactory to all.

Bro. E. Wendel was nominated to attend the Ohio CIO Convention.

A party held after one of our regular meetings recently was enjoyed by all, thanks to the Committee.

—By Leo Howell, Press Agent

236 New wage rates negotiated by Local 236 Pres. George West and the Committee at Hoard's Creameries in Whitewater, Wis. have been sent to the WLB for approval.

341 A referee has been appointed by the WLB in the three months old dispute between Local 341 at Fond du Lac, Wis., and the Dow Cheese Co. The Union is asking for 10c an hour increase back to July 14, while the Company, a subsidiary of Cudahy Packing, offers half that amount.

They Delivered the Goods

These were the committees at the Fourth National Convention. Often working late into the night, they prepared the reports into which the full convention sunk its teeth.

Rules and Order: Owen H. Whitfield, International Vice-President, Chairman; Dave Amendola, Local 194; Wesley Kopecky, 110; Ray Le Hew, 69; Michael Giarantano, 207; S. M. Costilla, 75; Robbie Mae Young Riddick, 26; Miriam Yeager, 638.

Sergeant-at-Arms: John Sopocy, Local 194; Robert Clark, 58; Stanley Kaiser, 297.

Press and Publicity: Carmen Parenti, Local 80, Cairman; Connie Anderson, Editor, UCAPAWA NEWS; Catherine Sousz, 69; Kathryn Bennett, 281; Catalino L. Camarillo, 7; Ruby L. Wilson, 32; Lee Carter, 55; John Mack Dyson, 19; Ed Nix, International Representative.

Credentials: Clyde De Good, Local 179, Chairman; Jacob Clady, 19; D. Day, International Bookkeeper; Chris A. Bothe, 191; Robert C. Wirsing, 68; John Lucero, 7; Pauline Mickle, 80; Elmo Parra, 3.

Election: Dixie Tiller, Local 64, Chairman; Joseph Manning, 293; Charles McClaiborne, 350; Joseph Carfero, 47; Kathleen Eagy, 70; Julius Colucci, 88; Moneca Franatis, 281; Emmett Queen, 81; Charles Bettis, 85.

Resolutions: Armando Ramirez, Local 273, Chairman; Luise Moreno, 3; Ignacio L. Josue, 7; Lewis Bentzley, 80; Ray Rowles, 120; Pat Verble, 78; Helen Marcel, 58.

Constitution: Conrad Espe, Local 7, Chairman; Rose Dellama, 5; Evelyn Marks, 69; Elmer Ringer, 179; Armando Valdez, 273; Charles J. Feller, 78; Edward Lindley, 89; Herschel Lile, 92; Salvatore Emmi, 647.

Officers' Reports: O. H. Johnston, Local 3, Chairman; Otis Nation, 98; Mamerto S. Ventura, 7; Jack Fox, 110; John Gallagher, 194; Regino Leon, 278; Harry Koger, 577.

Agricultural Problems: Otis Nation, Local 98, Chairman; Elizabeth Sasuly, Legislative Representative; O. H. Whitfield, International Vice-President; Harry Koger, 577; Pat Verble, 78; Luisa Moreno, 3.

Editor's Note —

The story of Local 88's Jiffy contract and several other items which had to be dropped the last minute from this crowded issue will appear next time. Should you have questions about the Convention, write the NEWS. It was impossible to tell the whole story here.

Apologies to Local 110 for failure to print their greeting in the Convention issue!

News and pictures for the Dec. 1 issue are due Nov. 23.

GREETINGS!

LOCAL 110
United Cereal Workers
Cedar Rapids, Iowa

WENDELL PHILLIPS, former Organizer in the shed drive, was caught by the camera when he dropped into the International Office on his way to an Army camp in the East.

STATEMENT OF THE OWNERSHIP, MANAGEMENT, CIRCULATION, ETC., REQUIRED BY THE ACTS OF CONGRESS OF AUGUST 24, 1912, AND MARCH 3, 1933

Of UCAPAWA NEWS, published Bi-monthly at Chicago, Ill., for Oct. 1, 1942.

State of Illinois,
County of Cook.

Before me, a Notary Public in and for the State and county aforesaid, personally appeared Cornelia M. Anderson, who, having been duly sworn according to law, deposes and says that she is the editor of the UCAPAWA NEWS, and that the following is, to the best of her knowledge and belief, a true statement of the ownership, management, etc. of the aforesaid publication for the date shown in the above caption, required by the Act of August 24, 1912, as amended by the Act of March 3, 1933, embodied in section 537, Postal Laws and Regulations, to wit:

1. That the names and addresses of the publisher and editor are:

Publisher: United Cannery, Agricultural, Packing and Allied Workers of America, Rm. 307, 166 W. Jackson, Chicago, Ill.

Editor: Cornelia M. Anderson, Rm. 307, 166 W. Jackson, Chicago, Ill.

2. That the owner is: United Cannery, Agricultural, Packing and Allied Workers of America, Rm. 307, 166 W. Jackson, Chicago, Ill.

Donald Henderson, General President.

Harold J. Lane, General Secretary-Treasurer.

Trade Union: Impossible to give name of each individual member.

3. That the known bondholders, mortgagees, and other security holders, owning or holding one per cent or more of total amount of Bonds, Mortgages, or other securities are: None.

Cornelia M. Anderson, Editor.

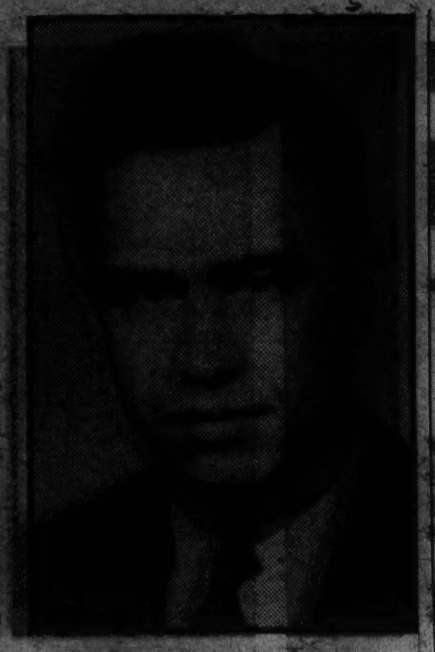
Sworn to and subscribed before me this 25th day of September, 1942.

Mary K. Dolinis, Notary Public.
(My commission expires April 10, 1945)

OUR OFFICERS

DONALD HENDERSON
President

CONRAD ESPE
Executive Vice-President



HAROLD J. LANE
Secretary-Treasurer

Three Chiefs Chosen By Unanimous Vote

Chicago.—By unanimous vote the Fourth National Convention elected the three full-time Executive Officers: Donald Henderson heads the Union as President; Conrad Espe fills the newly created post of Executive Vice-President; and Harold J. Lane holds the pursestrings as Secretary-Treasurer.

In their speeches of acceptance all of the officers made it clear that they will give everything they have to lead UCAPAWA in this period in which we face the critical job of working all-out on all fronts to defeat Fascism, and of building our union swiftly and solidly, two tasks which cannot be separated.

FIRST PRESIDENT

Donald Henderson, reelected President, has served in that capacity since UCAPAWA was organized and chartered as a CIO union in 1937. Previously, Henderson had led organization of field and cannery and other food locals from coast to coast. At AFL conventions and in the field, friendships were made with tobacco workers who in recent years have become one of the UCAPAWA pillars.

BUILT IN THE 30'S

During the dark days of the depression and in the early New Deal days, the workers in these fields were struggling to build locals under the AFL, in order to fight their way through the miserable conditions which prevailed. Next time you get a chance, ask Henderson for the story of these pioneers of what is now UCAPAWA-CIO.

ESPE STARTED IN '29

Although he is new to his present post, Conrad Espe is no newcomer in UCAPAWA. Espe came into the 1937 Convention as the leader of some 15,000 Northwest cannery and agricultural workers in whose struggle for organization he has played an active part since 1929. Having been an AFL organizer since 1935, Espe did not hesitate a split second to join CIO when the opportunity came.

SALMON LOCAL AGENT

After serving as the first Secretary-Treasurer of UCAPAWA, Espe resigned at the 1938 Convention to devote full time to consolidating organization on the West Coast. In the fall of 1940, he became Business Agent of the powerful Alaska Canned Salmon Local in Seattle, Washington.

Since 1940, Espe has been President of the Seattle Industrial Union Council, an office which he resigned to take up his new duties with UCAPAWA.

TOLEDO FOOD WORKER

Secretary-Treasurer Harold J. Lane was reelected following a term of office during which he led UCAPAWA into sound financial health. Before joining the official UCAPAWA family at the 1940 Convention, Lane had been President of the Ohio-Michigan-Indiana-Illinois district, the old District 5, for over a year. During months of steady work in the field, Lane helped the locals in this area build themselves into UCAPAWA.

Coming from the Harbauer plant in Toledo, Ohio, Local 81, of which he had been President since 1937, Lane had behind him a record of "know-how" in organizing.

Eleven Member Board Includes Two Women

Chicago.—Eight Vice-Presidents, among them two women, were elected by the Fourth National Convention to form the Executive Board, together with the three Executive officers. (See column 1). Five alternates were also chosen.

In line with the growth of the union, the size of the Board was increased from seven to 11.

Dixie Tiller, Armando Ramirez and Rev. Owen H. Whitfield were reelected to office.

SHED DRIVE LEADER

Tiller heads the successful organizing drive in the fruit and vegetable sheds of Arizona and California, a drive which since February 1942 has resulted in bringing the membership of Local 78 to over 3,500, in the signing of some 68 contracts, and in the winning of the Salinas, Calif. election for bargaining rights in that lettuce center of the U. S. A.

Previously Tiller had been Business Agent of Local 64 in San Diego, the Van Camp Seafood local which has won top conditions in the tuna canning industry.

CIGAR VETERAN

Ramirez comes from the cigar industry of New York where he was formerly President of the AFL local which became Local 273 in 1939, to form the cornerstone of tobacco organization in UCAPAWA. As an International Vice-President since 1940, Ramirez has worked with food locals in the Eastern area, as well as with tobacco locals as far West as Ohio.

UCAPAWA-CIO PREACHER

Whitfield is an outstanding CIO Negro leader in the South. First nationally famous organizing job was his leadership of the roadside demonstration of evicted sharecroppers in 1939 in Missouri. Since then he has become widely known in Washington for his work for more government aid for these "forgotten citizen" and among industrial workers in the South where he preaches eloquently the message of UCAPAWA-CIO.

On the Board for the first time are two women leaders, Luisa Moreno and Evelyn Marks.

CALIFORNIA WHIRLWIND

Moreno hails from Los Angeles where under her leadership Local 3 has become the second largest in UCAPAWA. Local 3 has top-notch contracts at California Walnut Growers' Assn., California Sanitary Packing, Glaser Nut and Royal Packing. The Local has one of the best UCAPAWA records for war activities.

An outstanding Spanish-speaking woman leader, Moreno was recently elected a Vice-President of the California CIO Council.

BUCKEYE GIRL

Evelyn Marks is President of Lima, Ohio Local 69, one of the seven Deisel-Wemmer-Gilbert tobacco locals. Following the winning of a company-wide contract a little over a year ago, these young but enthusiastic locals have become a solid part of UCAPAWA.

PROGRESSIVE ARKANSAS

Otis Nation, another new Board member won the heart of the Convention with his lively account of UCAPAWA's growth in Arkansas and the surrounding area. Because of low wages, company towns and other repressive conditions, Arkansas is often labelled a "backward" section of the U. S. A. But Nation, with some 1,000 new UCAPAWA members behind him is living proof that the people of Arkansas are on the march.

When the permanent Arkansas CIO Council was formed last Summer, Nation became its first President.

MICHIGAN ORGANIZER

Robert Clark of Detroit, Mich. has helped build locals all over that state, as well as consolidating the strength of amalgamated local 58 in Detroit since he started as International Representative about a year ago. Clark came from Local 30 in Fremont, Mich which as President he piloted through hard years of organizing at Gerber's cannery.

CHIEF STEWARD

Lewis Bentzley, Chief Shop Steward at the Camden, N. J. Campbell Soup plant, Local 80, has been a rock of Gibraltar in that local since organization started in 1937. Quiet, soft-spoken, Bentzley has developed sound wisdom through long years of experience in the labor movement.

These Vice-Presidents, together with Henderson, Espe and Lane, guide the Union between Conventions. The first meeting of the Executive Board was held right after the Convention. They will come together again in six months.

5 PINCH HITTERS

Board Alternates are Jacob Clady of Memphis, Sec'y-Treas. of Local 19; Armando Valdez, Fin-Sec'y, Local 273, New York City; Harschel Lile, Pres. of Local 92 in Indianapolis, Ind.; Memerto S. Ventura, Secy. Local 7, Seattle, Washington; and Miriam Yeager, Rec. Secy. of Local 638 in Lancaster, Pa.

INTERNATIONAL EXECUTIVE BOARD members are, seated (l. to r.): Luisa Moreno; Harold J. Lane, Secy.-Treas.; Donald Henderson, Pres.; Conrad Espe, Executive Vice-Pres.; and Evelyn Marks. Standing: Armando Ramirez; Dixie Tiller; O. H. Whitfield; Otis Nation; and Lewis Bentzley. Robert Clark, the other Board member had to leave for Traverse City, Mich. on urgent union business before the picture was taken.

Convention Close-Ups

Names are listed clock-wise, beginning at the lower left of each table.

Above:

Herschel Lile, Local 92; Moneca Franatis, 281; Elmer Rockrohr, 47; Wesley Kopecky, 110; Mary Kelly, 110; and Jack Fox, 110.

★

Above:

297; Ruby Wilson, 32; Bob Wirsing, 68; Anna Demek, 58; Mildred Voy, 58.

★

Below:

George Holman, Local 98; C. A. Meeks, 98; Cato Connor, 98; Elmer Ringer, 179; Edward Lindley, 89; Charles Bettis, 85; Otis Nation, Int. Rep.; John Mundt, 19; and John Mack Dyson, 19. *Lower right corner:*— fraternal delegate from Florida.

Below:

Kathryn Bennet, Local 281; Joseph Polzin, 79; John Gallagher, 194; Lillian Diktus, 194; Agnes Wrobel, 81; Virginia Kaiser, 297; Stanley Kaiser, 297; Emmett Queen, 81; Walter Schmidt, 13; and Joseph Cafero, 47.

Charles Feller, Local 78; William Deberry, Int. Rep.; Robbie Mae Riddick, 26; Charles McClaiborne, 350; Lillian Wegesin, 74; Kathleen Eagy, 70. — Standing: Catherine Sousz, 69; Armando Valdez, 273; Barney Henley, Int. Rep. — Inside front row: Evelyn Marks, 69; Harry Koger, 577; Ray Le Hew, 69; Oscar Riley, 55; Lee Carter, 55; O. H. Johnston, 3; Elmo Parra, 3; Luisa Moreno, 3. Outside row (still clock-wise): Conrad Espe, 7; an unknown visitor; M. S. Ventura, 7; Pete Bautista, 7.